

**KAJA-FM, KQXT-FM, KRPT-FM, KTKR-AM, KXXM-FM, KZEP-FM, WOAI-AM****EEO PUBLIC FILE REPORT****March 26, 2014 - March 25, 2015****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive - Radio	2-4, 8, 10, 19, 22-23, 26, 30, 32, 34, 36, 40-44, 46, 48-50, 52	40
General Sales Manager	1, 3-4, 6-7, 10-11, 14, 16, 19-28, 32-34, 36, 41-42, 46, 51-52	52
MEDIA INTEGRATION COORDINATOR-Radio Div. San Anton	1, 3, 6, 9, 14, 16, 20, 23-24, 29-30, 34, 36, 41-43, 46, 49-51	16
Promotions Director for KAJA-FM, WOAI-AM & KTKR-AM	1-3, 6-7, 9, 14, 16, 20, 23-28, 30, 32-34, 36, 41-43, 46, 49-50, 52	9
Program Director for KAJA-FM (Country) & KRPT-FM	1-3, 6-7, 14, 18, 20, 23-30, 32-34, 36, 40-43, 46-47, 49-50, 52	52
Hispanic Marketing Specialist/AE- Radio Division	2-3, 5-6, 12-15, 20, 24, 26-28, 33-35, 38, 40-41, 47	14
Outside Sales Executive- Radio Division	2-3, 5-6, 12-15, 18, 20, 24, 30, 34-36, 38, 40-43, 47, 49-50, 52	52
AM Drive Personality- HOT 104.5	2-3, 5-6, 10, 12-15, 20, 24, 26-28, 33-35, 38, 40-41, 45, 47	10
Program Director/On-Air Personality- HOT 104.5	2-3, 5-6, 12-15, 20, 24, 26-28, 33-35, 38, 40-41, 45, 47, 52	52
Promotions Director - KAJA-FM/ KRPT-FM/ KTKR-AM/ W	2-3, 5-6, 10, 12-15, 20, 24, 30-31, 34-36, 38, 40-43, 45, 47, 49-50, 52	10
National Sales Assistant	2-3, 5-6, 10, 12-15, 18, 20, 24, 30, 34-36, 38, 40-43, 45, 47, 49-50	10
Sales Asistant San Antonio, TX	2-3, 5-6, 10, 12-15, 17-18, 20, 24, 30, 34-43, 45, 47, 49-50, 52	10
Sales Asistant San Antonio, TX	2-3, 5-6, 10, 12-15, 17-18, 20, 24, 30, 34-43, 45, 47, 49-50, 52	37
Account Executive (Radio Division)	2-3, 5-6, 12-16, 20, 24, 29-30, 34-38, 40-43, 45, 47, 49-50, 52	16

KAJA-FM, KQXT-FM, KRPT-FM, KTKR-AM, KXXM-FM, KZEP-FM, WOAI-AM

**EEO PUBLIC FILE REPORT****March 26, 2014 - March 25, 2015****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : riadenver@allaccess.com Ria Denver	N	0
2	All Access 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Ria Denver Manual Posting	N	3
3	American Broadcasting School 712 North Watson Road Suite 200 Arlington, Texas 76011 Phone : 817-695-2474 Email : michelle@radioschool.com Michelle McConnell	N	0
4	American Women in Radio & Television 8405 Greensboro Dr. Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Email : infor@awrt.org Fax : 1-703-506-3266 Maria Brennan	N	0
5	AMFMJobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Mark Holloway Manual Posting	N	0
6	Association for Women in Communications-San Antonio PO Box 780382 San Antonio, Texas 78278 Url : www.wicsa.org Email : margarita@nerone.org Career Services	N	0

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7	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin	N	0
8	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : <a href="http://www.clearcareers.com">www.clearcareers.com</a> Career Services Manual Posting	N	0
9	Current Employee	N	8
10	Current Employee - Transfer/Promotion	N	8
11	Former Employee Referral	N	1
12	GlassDoor 1 Harbor Dr Ste 300 Saulsalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> OpenHire Source Manual Posting	N	0
13	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
14	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	3

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15	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> OpenHire Source Manual Posting	N	0
16	Indeed.com	N	5
17	Indeed.com - not directly contacted by SEU	N	2
18	Internal Candidate	N	7
19	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : <a href="http://www.mediarecruiter.com">http://www.mediarecruiter.com</a> Email : <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a> Art Scott	N	0
20	Mexican American Unity Council 2300 West Commerce Suite 200 San Antonio, Texas 78207 Phone : 210-978-0500 Email : <a href="mailto:dhernandez@mauc.org">dhernandez@mauc.org</a> Career Services	N	0
21	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : <a href="http://www.monster.com">http://www.monster.com</a> Fax : 1-402-472-8675 Brendan McCauley	N	0
22	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : <a href="mailto:registration@myaircheck.com">registration@myaircheck.com</a> Scott Russell	N	0
23	NAACP - San Antonio Branch Job Bank P.O. Box 200225 San Antonio, Texas 78220 Phone : 210-224-7636 Email : <a href="mailto:sanaacp@satx.rr.com">sanaacp@satx.rr.com</a> Clay Burris	N	0

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24	NAACP – Washington Bureau 1156 – 15th St., NW #915 Washington, District of Columbia Phone : 202- 463-2940 Url : www.naACP.org Email : hoshelton@naACPnet.org Fax : 1-202-463-2953 MR. Hilary Shelton	Y	0
25	National Assoc of Hispanic Journalists 1193 National Press Bldg Washington, District of Columbia 20045-2100 Url : http://www.nahj12.com Email : kolivas@nahj.org Kevin Olivas	N	0
26	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.org Fax : 1-202-429-5343 Career Services	N	0
27	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
28	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0
29	Other Source	N	9
30	Our Lady of the Lake University 411 S.W. 24th Street San Antonio, Texas 78207 Phone : 210-434-6711 Email : webmaster@ollusa.edu Career Services	N	0
31	Previous Employee	N	1

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32	Radio & Records 2049 Century Park East Los Angeles, California 90067 Phone : 310-553-4330 Url : <a href="http://www.radioandrecords.com">www.radioandrecords.com</a> Email : <a href="mailto:elsalopez@clearchannel.com">elsalopez@clearchannel.com</a> Fax : 1-831-796-4181 Lisa Deary	N	0
33	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : <a href="mailto:director@radio1school.com">director@radio1school.com</a> Joe Deschler	N	0
34	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : <a href="http://www.radio-online.com">www.radio-online.com</a> Lisa Chase Manual Posting	N	0
35	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> OpenHire Source Manual Posting	N	0
36	Schreiner University 2100 Memorial Blvs. Kerville, Texas 78028 Phone : 830-792-7281 Cristina Martinez Manual Posting	N	0
37	Self Referral	N	2
38	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> OpenHire Source Manual Posting	N	0
39	Station Website	N	3

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40	Station Websites 6222 IH-10 San Antonio, Texas 78201 Phone : 210-785-2167 Url : www.kj97.com; woai.com; ticket760.com; mix961.com; Q1019.com; kzep.com; SAisWild.com Linda Lynn Manual Posting	N	2
41	Texas Association of Broadcasters 502 East 11th Street Suite 200 Austin, Texas 78701 Phone : 512-322-9944 Url : www.tab.org Craig Bean Manual Posting  Prong 2 Ended Date: 3/31/2014	N	0
42	Texas Lutheran University 1000 West Court Street Seguin, Texas 78155 Phone : 830-372-8000 Email : careers@tlu.edu Career Services	N	0
43	Texas State University 601 University Drive San Marcos, Texas 78666 Phone : 512-245-2645 Josie Garrott Manual Posting	N	0
44	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	Y	0
45	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	Y	0

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46	Trinity University 1 Trinity Place #78 San Antonio, Texas 78212 Becky Spurlock Manual Posting	N	0
47	TVandRadioJobs.com online only online only, Texas z madden Manual Posting	N	0
48	United Negro College Fund 1805 7th Street, NW Washington, District of Columbia 20001 Phone : 800 331 2244 Fax : 1-212-820-0157 Career Services	N	0
49	University of Texas at San Antonio (UTSA) 6900 W. Loop 1604 San Antonio, Texas 78249 Phone : 210-458-4589 Career Services Manual Posting	N	0
50	University of the Incarnate Word 4301 Broadway San Antonio, Texas 78209 Clarissa Tejeda Manual Posting	N	0
51	Unknown Referral Source	N	3
52	Word of Mouth Referral	N	21
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>78</b>



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**EEO PUBLIC FILE REPORT****March 26, 2014 - March 25, 2015****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/26/2014	Participation in Job Fairs	On 03/26/2014, Our SEU participated in the Texas State University Mass Communication Fair, hosting a booth to distribute information and discuss the industry and open/potential positions. Station participants included one General Sales Manager who was present onsite.	1	General Sales Manager
2	4/1/2014	Establishment of an intern program designed to assist members of the community	Promotions/Marketing Summer 2014, Our SEU hosted 4 students for the internship program. There were 2 students from Univ. of TX San Antonio and 2 students from Texas State University. All 4 worked with the Promotions Department for stations KXXM, KAJA, KRPT, KQXT KZEP, WOAI and KTKR. The interns also worked with our Promotions Director and assisted with contests, contacting winners, preparing remote materials, contest winners, station vehicle maintenance and other duties as necessary.	3	Dir. of Media Integration Promotions Director Promotions Director

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3	6/12/2014	Participation in job banks, internet programs and other programs designed to promote outreach	<p>WOAI News Department Internship Summer of 2014, Our SEU hosted 1 student for the internship program from Schreiner University. The program encompasses learning and utilizing news gathering and producing tools of award winning radio news operation. Utilize media values to calculate earned media value for third parties, Update website with current accurate news details, post stories and photos on station web site and social media.</p> <p>They Interacted and followed news reporters in newsroom and on assignment out of building, interacted with other departments of the radio station and photograph events for documenting.</p> <p>The program also includes contributing creative ideas for news purposes and representing in a positive manner one of the nation's most honored radio news teams and "flagship" of CCM+E</p>	2	Program Director- AM Assist. Prog. Dir.-AM
4	10/21/2014	Participation in events or programs sponsored by educational institutions	<p>2 employees from our SEU participated in a media panel for the Basic Public Information Office Course in Shertz, TX held by the TX Dept of Public Safety on October 22, 2014.</p> <p>This course focuses upon the unique role of the Public Information Officer (PIO) during disasters and throughout the emergency management process and this activity, in particular, is a vital exercise for students. It allows them the opportunity to meet and converse with members of the media. All too often, we find that media members and first responders are at odds on disaster scenes and this activity helps both sides of the table bridge the gaps and facilitate better working relationships.</p>	2	Reporter/ PIO Reporter/ PIO

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5	10/22/2014	Participation in events or programs sponsored by educational institutions	An employee from our SEU participated as a guest speaker for St. Edwards University's "Account Management in Advertising and Public Relations" class. This class is broadening the course offerings for students interesting in those fields and helping them to better understand career options.	1	Marketing Executive
6	10/29/2014	Participation in Job Fairs	On 10/29/2014, Our SEU participated in the Texas State University Fall Mass Communication Fair, hosting a booth to distribute information and discuss the industry and open/potential positions. Station participants included one General Sales Manager who was present onsite.	1	General Sales Manager
7	2/4/2015	Participation in Job Fairs	On 02/04/2015, Our SEU participated in the 2015 Trinity University Spring Career Fair, hosting a booth to distribute information and discuss the industry and open/potential positions. Station participants included one Program Director who was present onsite.	1	Program Director-News/Talk Format
8	2/26/2015	Participation in Job Fairs	On 02/26/2015, Our SEU participated in the UIW (University of the Incarnate Word) Full Time Job Fair, hosting a booth to distribute pamphlets with company information and discuss the industry opportunities and potential positions. Station participants included one General Sales Manager who was present onsite.	1	General Sales Manager
9	3/4/2015	Participation in Job Fairs	On 03/04/2015, Our SEU participated in the Texas State University Mass Communication Fair, hosting a booth alongside with our Austin SEU to distribute information and discuss the industry and open/potential positions. Station participants included one General Sales Manager who was present onsite.	1	General Sales Manager